

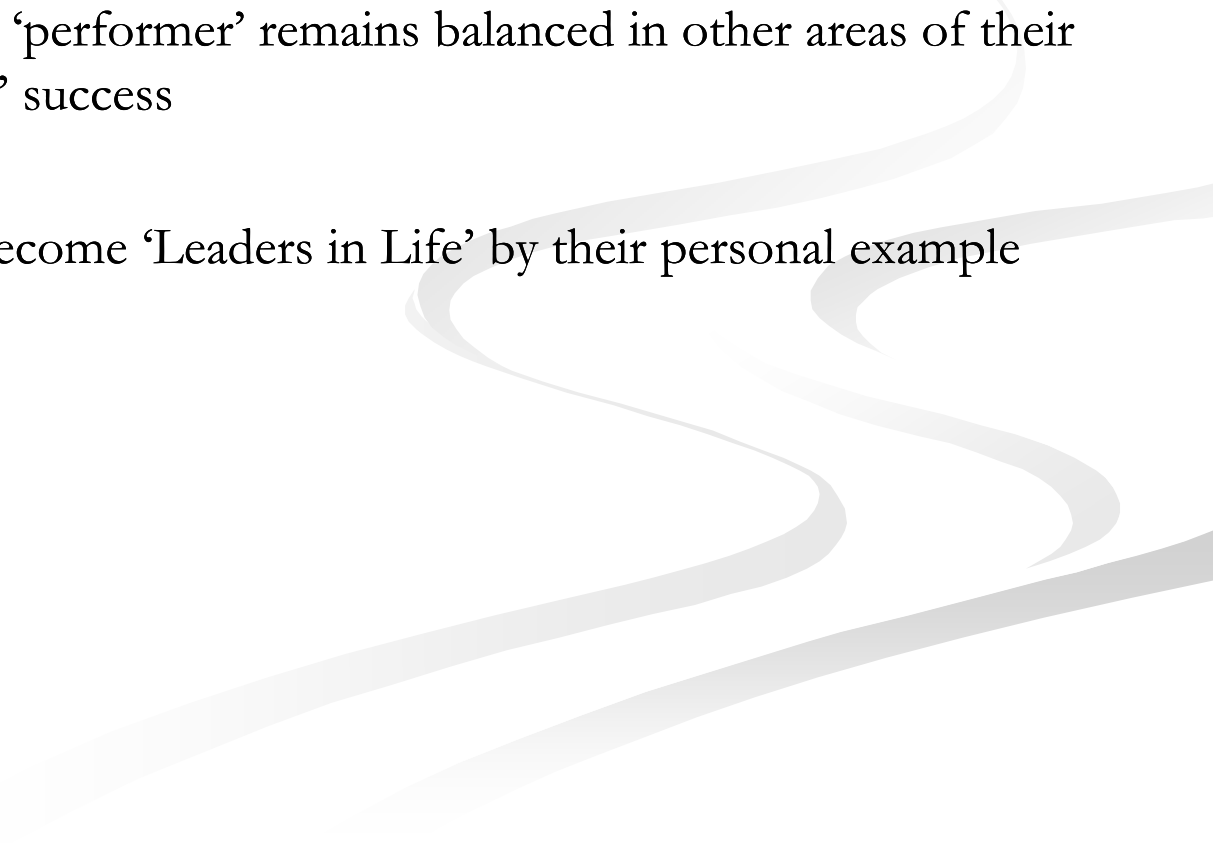
# **Transformational Leadership**

with

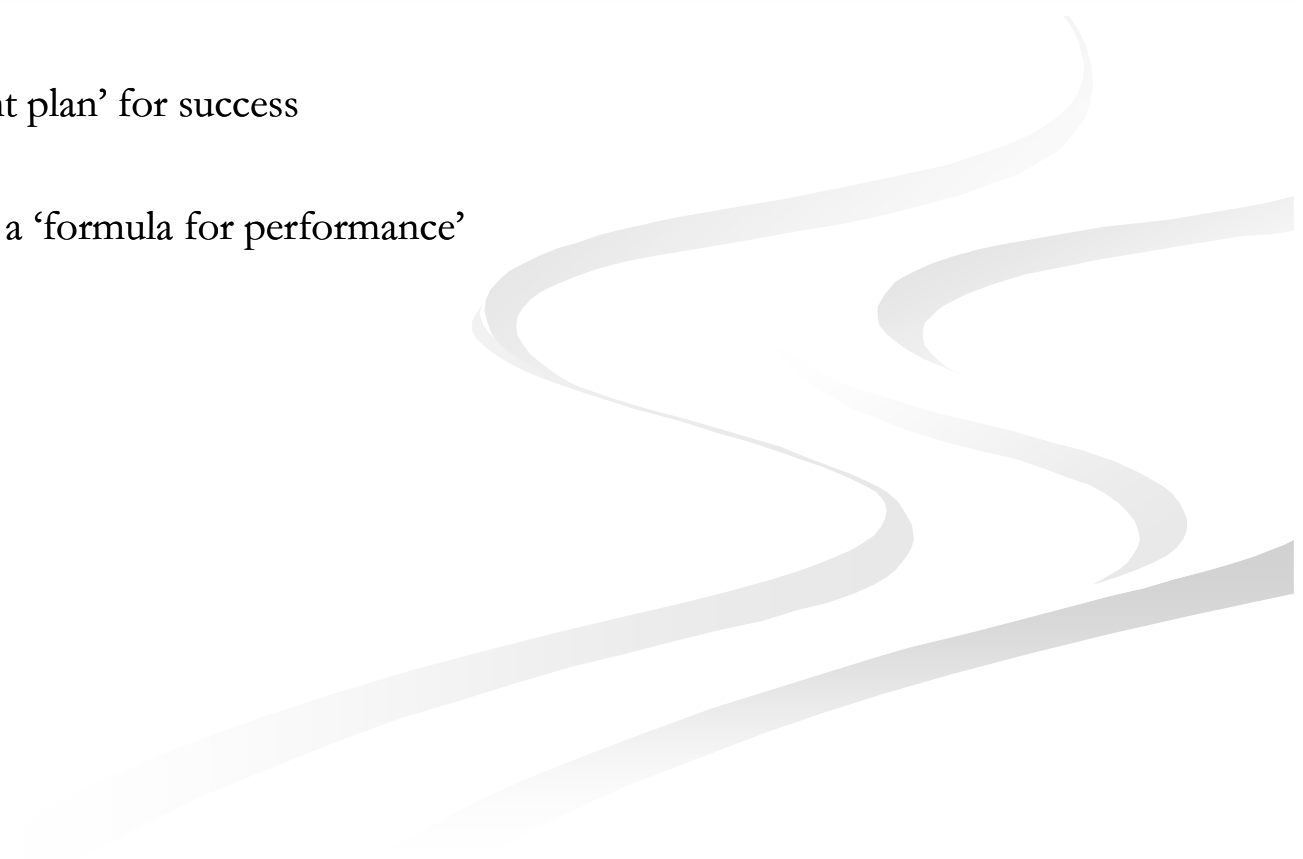
**‘The Professional Mentors’**

“ Developing people to achieve Personal Bests ”

# What We Are

- We are an organisation which develops people to unlock top performance
  - Our process ensures the 'performer' remains balanced in other areas of their life to achieve 'all-round' success
  - We develop people to become 'Leaders in Life' by their personal example
- 
- The bottom right portion of the slide features several overlapping, wavy, light grey lines that create a sense of movement and depth, extending from the right edge towards the center.

# What We Aren't

- We are not a body of 'unreal', glitzy people prescribing 'magic' solutions as 'the panacea to all ills'
  - We are not a 'quick-fix'
  - We do not offer a '10 point plan' for success
  - We do not believe there is a 'formula for performance'
- 
- The bottom right portion of the slide features several thick, overlapping, wavy lines in shades of light gray and white, creating a sense of movement and depth.

# In Essence

- In essence what **'The Professional Mentors'** do is :

**We stimulate people's thinking and empower them  
to develop the behaviours which lead to 'personal bests'**

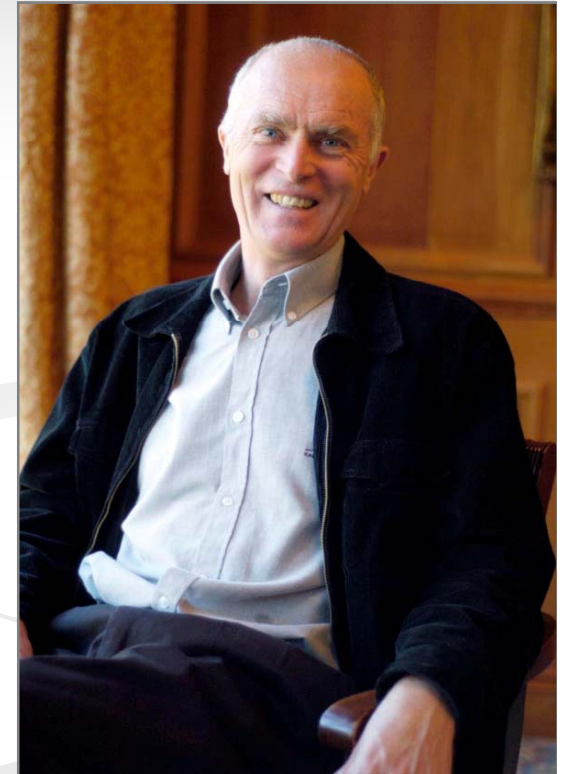
We help people to decide what their next steps are, and how best to take them,  
so they can be as balanced as possible on their journey through life

# Who we are

- **'The Professional Mentors'** are a division of NBC Sports Management Ltd, and are led by top International Psychologist and Transformational Leader, Dr Ken Jennings, who has a D.Litt. et Phil. degree in Performance Psychology
- NBC Sports Management Ltd is a Company incorporated in England in 1995. We are Project Managers and Consultants to people in Business, Education and Sport
- The Managing Director is Neil Burns, a former Professional Cricketer, with over 25 years of playing, coaching, administration, and mentoring experience in professional sport
- The Company enjoys relationships with many 'world-class' sportspeople, experienced 'top-class' professional coaches and business leaders, who contribute to our performance mentoring process
- Our intention is to empower our clients to develop top performance, whilst simultaneously developing greater fulfilment in many aspects of life

# Dr Ken Jennings: Transformational Leader

- Dr Ken Jennings, is a registered psychologist working in private practice in South Africa.
- He has a doctoral degree in performance and sports psychology and has consulted with international athletes, elite performers and successful teams in a variety of sports over the past 18 years.
- His outstanding successes have included :
  - Preparing the South African Team for the 2000 Olympics in Atlanta
  - the South African Bowls team that won 5 out of a possible 6 Commonwealth Games medals
  - During the crisis in South African cricket in April 2000, he helped the national cricket team beat Australia 2-1 in a one-day tournament, and draw the Test Match series against Steve Waugh's record-breaking team.
  - He helped Natal win the rugby Currie Cup for the first time in their 100 Year history in 1990, with further victories in 1992 and 1995.
- He is Director of Mentoring at London County Cricket Club
- He has consulted to the educational services of the London Borough of Newham on mentoring in schools.
- He has also presented workshops in the U.S.A., England, Germany and Sweden.
- In contrast to his experiences in the competitive elite sports world, he has consulted on a number of award-winning television commercials.
- He has had experience in the industrial psychology field, where he has been involved with management training, assessment centres and industrial relations.
- He is the author of two 'sell-out' books :
  - 'Mind in sport : Directing energy flow into success', and 'Let's Talk Sport and Life'.



# What we do

- Our Bespoke Mentoring Programmes empower people to develop their self-esteem by increasing their levels of respect for 'self', respect for others and, ultimately, a greater respect for nature
- We empower people to develop fully, (and in balance), to achieve their goals in life
- We spend time with people and share informal, confidential, conversation in a 'safe' environment
- Our conversation stimulates fresh thinking and empowers people to develop the behaviours which lead to 'personal bests'
- Our process helps people navigate their way through life's leadership challenge (both of 'self' and others), to enjoy greater 'all-round' success
- Experienced Mentors see 'the bigger picture' and can offer greater clarity to any individual seeking to move forward in life

# Our Philosophy

- The Philosophy which underpins our work is based on ‘respect’, and underlies a focused competitiveness

- The concepts we work with are :

**Energy** (and how it works best)

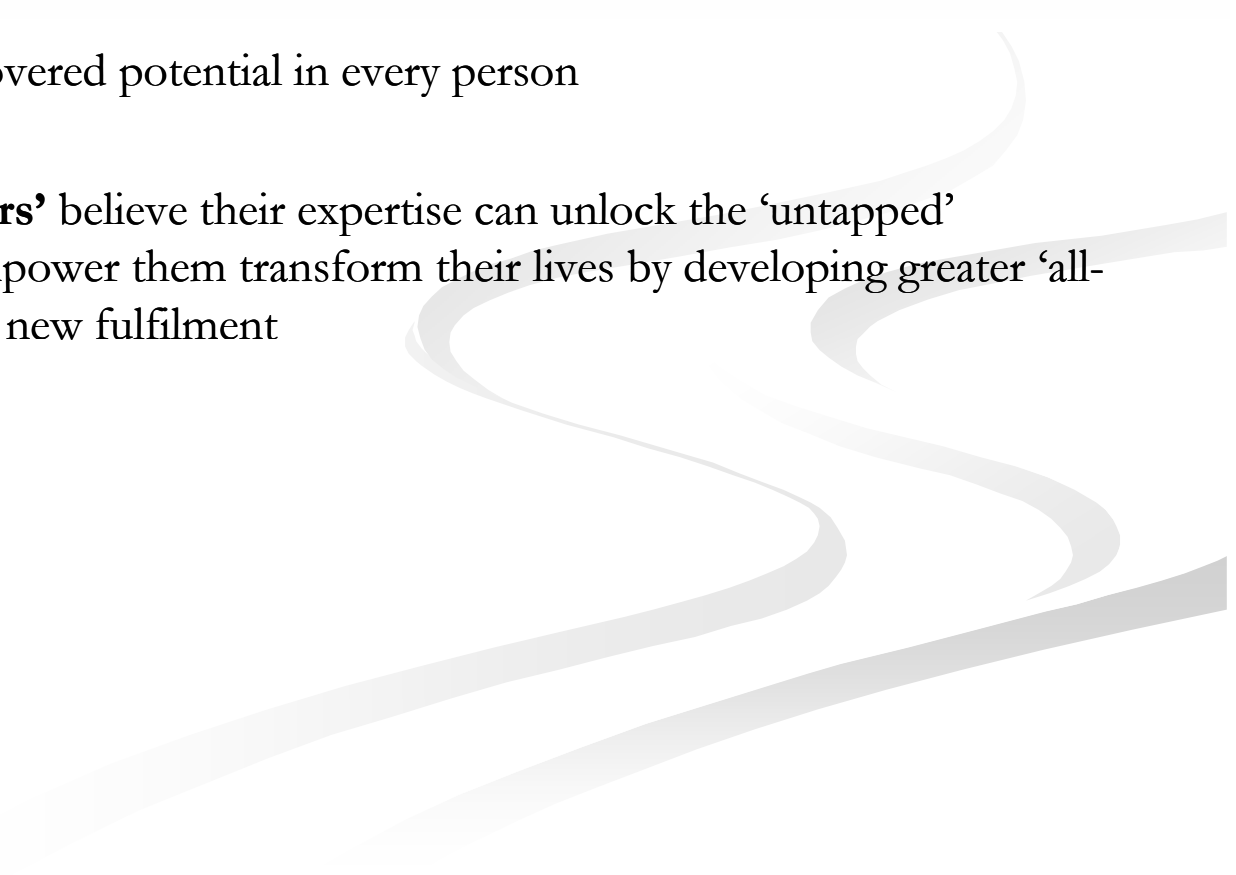
**Information** (meaningful connection)

**Space** (understanding what ‘space’ is and how to use it effectively)

**Grace** (developing the character)



# Our belief

- We believe that in life, one's 'attitude' determines one's future
  - We believe there is undiscovered potential in every person
  - **'The Professional Mentors'** believe their expertise can unlock the 'untapped' potential in people, and empower them transform their lives by developing greater 'all-round' success leading to a new fulfilment
- 

# Our Ethos

- **Coaching 4 R. E. S. U. L. T. S**

- **R**esponsible
  - **E**nvironments with
  - **S**pecialists 4
  - **U**nique
  - **L**earning with
  - **T**ime 4
  - **S**elf-Discovery
- 
- A decorative graphic consisting of several overlapping, wavy, light gray lines that flow from the bottom left towards the top right, creating a sense of movement and depth.

# How we work

- An initial 'meeting' is held to ascertain the needs of the client and once a 'connection' is established, the process of transformation can begin
- A Lead Mentor guides a process of self-discovery for the client during regular 'meetings'
- Additional Mentors support the process to stimulate the client's thinking further
- We create the time, and the 'inter-personal space', for the individual to share their 'story' by creating a reflective inter-active context
- By providing a reflection, we help create new levels of self-awareness
- With a fresh perspective, the opportunity emerges for the client to develop new behaviours which can underpin future successful outcomes

# Elite Sport

- The challenge and intensity of competitive elite sport reveals the character of the person
- Our holistic approach to the management of a person's 'all-round' development enhances the possibilities of self-discovery and change. With greater self-awareness, top performance can emerge
- The development and expansion of 'self' is an ongoing journey of discovery. Our Programmes help facilitate this process by developing the character of the person
- When the 'self' is highly developed, then the scrutiny of competition will reveal the admirable characteristics which underpin consistent top performance

# What is a Reflection ?

- A reflection is when a Mentor observes the behaviour of a person in 'performance' mode and reflects their observations back to the person through conversation. The self-discovery process for the individual (or group) is enhanced by the open-questioning style used by the Mentor
- A written reflection by the individual can provide a deeper understanding of the experience for both the individual and the Mentor. The written reflection opens up possibilities for further conversation which develop a deeper understanding and meaning
- A written reflection by the Mentor (to the client) offers the individual an ongoing opportunity to refer to the observations made by an experienced observer. The Mentor is able to look at a situation with a different pair of eyes, thus enhancing the possibility of 'newness' emerging from a fresh perspective offered by the Mentor
- The fresh perspective can be very helpful to problem-solving. In many instances, people can become so close to a problem that they are unable to 'see the wood for the trees'. The quality of the reflection is enhanced by the skill and experience of The Professional Mentor

# Where we work

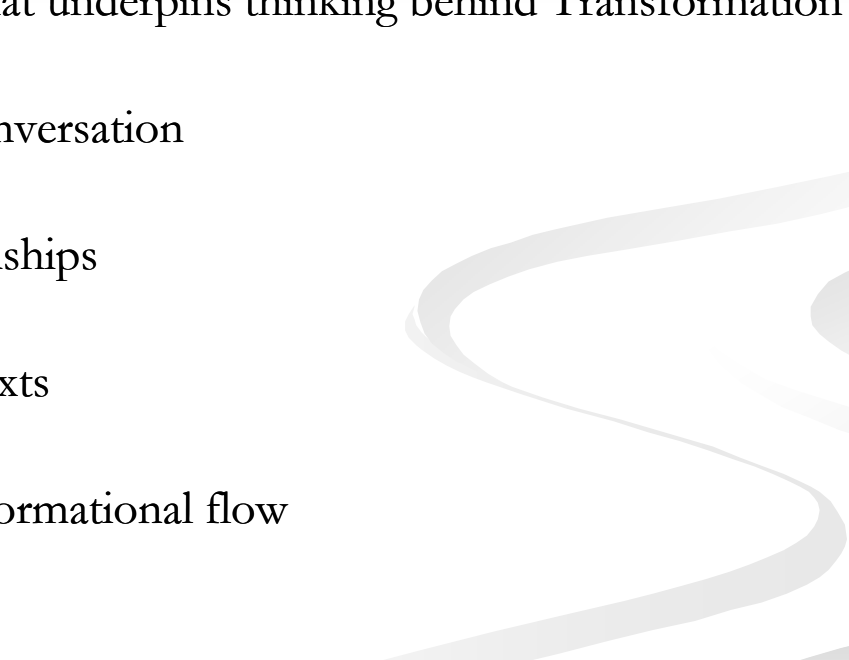
- Regular 'meetings' with the Lead Mentor take place at a venue to suit the client's personal and professional needs
- Alternatively, The Professional Mentor can 'host'. Our process responds to the needs of the client
- Our Personal Development Workshops take place in quality venues in South Africa, West Indies and in UK
- Workshops have been previously held (primarily) in the 'world-class' surroundings of Pennyhill Park Hotel & Spa in Bagshot, Surrey, England, offering a 'Retreat' for the client
- We have also used The Royal Westmoreland Golf Estate, Barbados ; Steenberg Golf Estate, Cape Town ; and Qwantani Nature Reserve, South Africa, as 'International Retreats' for our 8-Day Workshops

# Our Process for Group Workshops

- Top International Psychologist Dr Ken Jennings (who has a D.Litt. et Phil. degree in Performance Psychology) shares his philosophy on sport, business and life, as an enabling tool for people seeking the edge through Transformational Leadership
- An opportunity to examine the leadership parallels between elite sporting performance and successful business
- In order to facilitate meaningful learning in the workshops, Dr Ken Jennings will utilise his process-orientated model of *Reflective Interactive Exploration*. Given this, the Transformation Leadership Workshops will be :
  - Reflective
  - Participative
  - Explorative

# The New Paradigm Leader :

## 1-Day Group Workshop

- Explore Transformational Leadership
  - Examine the philosophy that underpins thinking behind Transformation
  - The power of reflective conversation
  - Develop respectful relationships
  - Manage participative contexts
  - Understand energy and informational flow
  - Explore the 'expert' role
- 
- A decorative graphic consisting of several overlapping, wavy, light gray lines that flow from the right side of the slide towards the left, creating a sense of movement and depth.



# About our Major Products

## 12-month One 2 One Bespoke Mentoring Programme :

- This Programme is centred on the development and leadership of 'self'
- The Programme offers the client regular access to a Lead Mentor who shares the Philosophy of 'Respect'
- The Lead Mentor guides a process of self-discovery for the individual , often in the company of other Professional Mentors to stimulate the client's thinking further
- We empower clients to develop increasing levels of self-respect as well as a greater respect for others
- Monthly meetings between the Lead Mentor and the client take place to offer a reflection on recent experiences
- Additionally, a telephone and email service is available to the client between monthly meetings with the client
- Informal contact enables the client to share their thoughts and ideas about current issues on a regular basis

# Our Products

- 1-Day Introductory Group Workshop on Transformation : ‘The New Paradigm Leader’
- 2-Day ‘Retreat’ to establish needs of Individual clients
- Individual one-off consultation (maximum 3 hour session)
- Quarterly Personal Development Programme (6 x maximum 3 hour sessions over 13 weeks)
- 1-Day Workshop
- 3-Day Workshop
- 8-Day Workshop : ‘Food for the Soul’ at an International Retreat
- 12-month One 2 One Bespoke Mentoring Programme
- 12-month The Complete Athlete Development Programme

# Our Fees

- 1-Day Introductory Workshop 'The New Paradigm Leader' : £250 + vat (maximum 15 people)
- 2-Day 'Retreat' for Individual One 2 One 'needs analysis' : £2,500 + vat
- One-off Individual Consultation (3 hour meeting) : £250 + vat  
(50 % discount on this price for the initial consultation)
- Quarterly Personal Development Programme (6 sessions of 3 hour duration over 13 weeks) : £1,250 + vat
- 1-Day Workshop : £1,000 + vat per person (maximum of 12 people)
- 3-Day Workshop : £2,500 + vat per person (maximum of 24 people)
- 8-Day Workshop : £7,500 + vat per person (includes international travel to retreat, accommodation and food)
- 12-month One 2 One Bespoke Mentoring Programme : £12,000 + vat
- 12-month The Complete Athlete Development Programme : £24,000 + vat

**All fees are to be paid in advance of the workshop or programme. Any travel costs when 'The Professional Mentors' are working in the client's 'space' are to be met by the client and agreed in advance of the 'meeting'**

# Why our Programmes work

## For Individuals :

- Individuals who may feel unfulfilled or restricted in their normal environment can be developed independently by **'The Professional Mentors'**. We offer an alternative environment and a fresh perspective on an individual's 'personal struggle'
- Experiencing a regular reflection with a Professional Mentor can provide the 'safe place' everyone needs to reflect on current issues. A person can then move forward with confidence, knowing that an experienced Mentor is able to support their ongoing journey
- The workshops we run at our quality venues stimulate new thinking, personal growth, and enhance creative performance

**The 12-month One2One Bespoke Mentoring Programmes we co-create with our clients empower people to develop fully as individuals and enables the possibility of 'all-round' success in life unfolding over time**

# Why our Programmes work . . .

## For Managers :

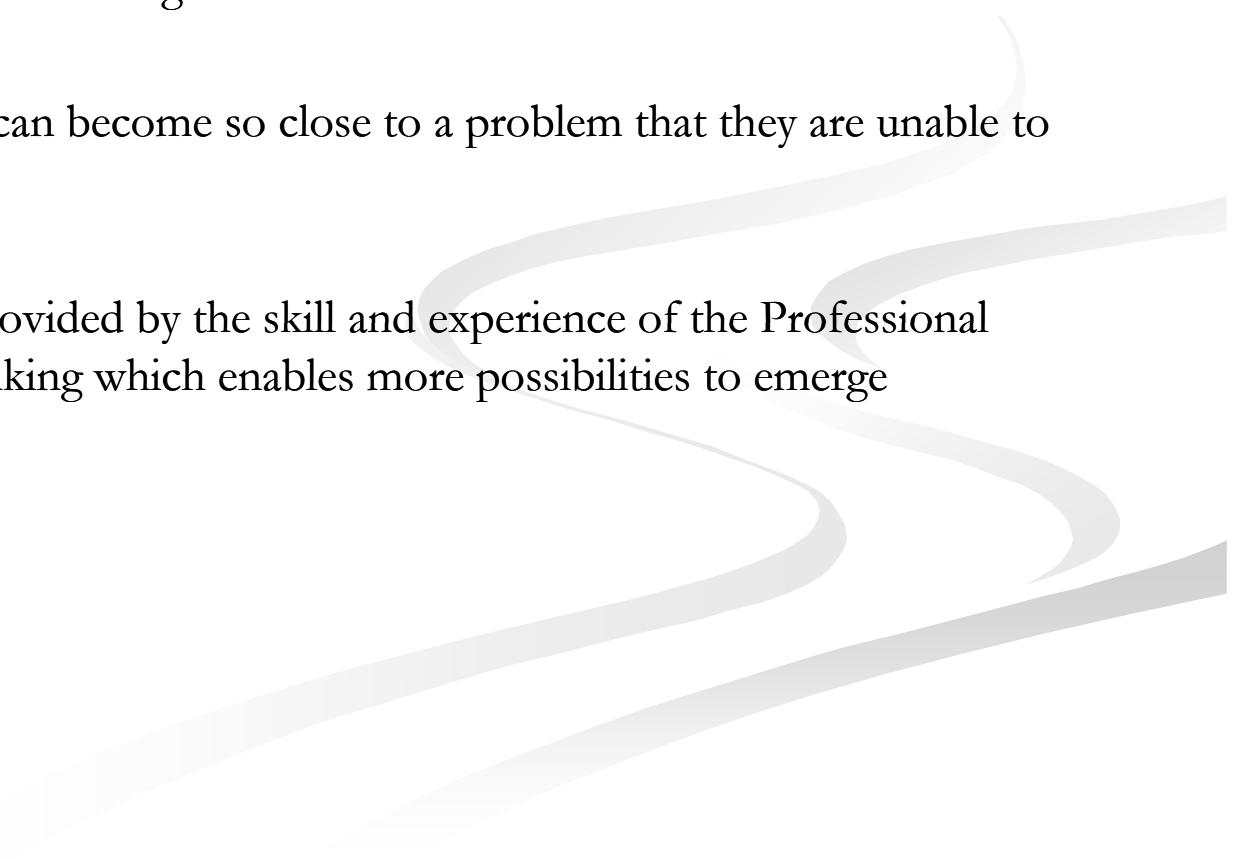
- Every Manager has to be focused on their group process to be successful. They rarely have the necessary time to commit to team members who are ‘under-performing’ or those who have become disconnected from the team’s vision
- Individual one2one Bespoke Mentoring Programmes provide the answer to the question :  
“ who coaches the coach? ” and, “ who manages the manager ? ”
- Managers benefit from having ‘time-out’ to refresh their ideas and re-energise. This ‘time-out’ enhances the possibility of top performance emerging from the team they are responsible for leading

# Why our Programmes work . . .

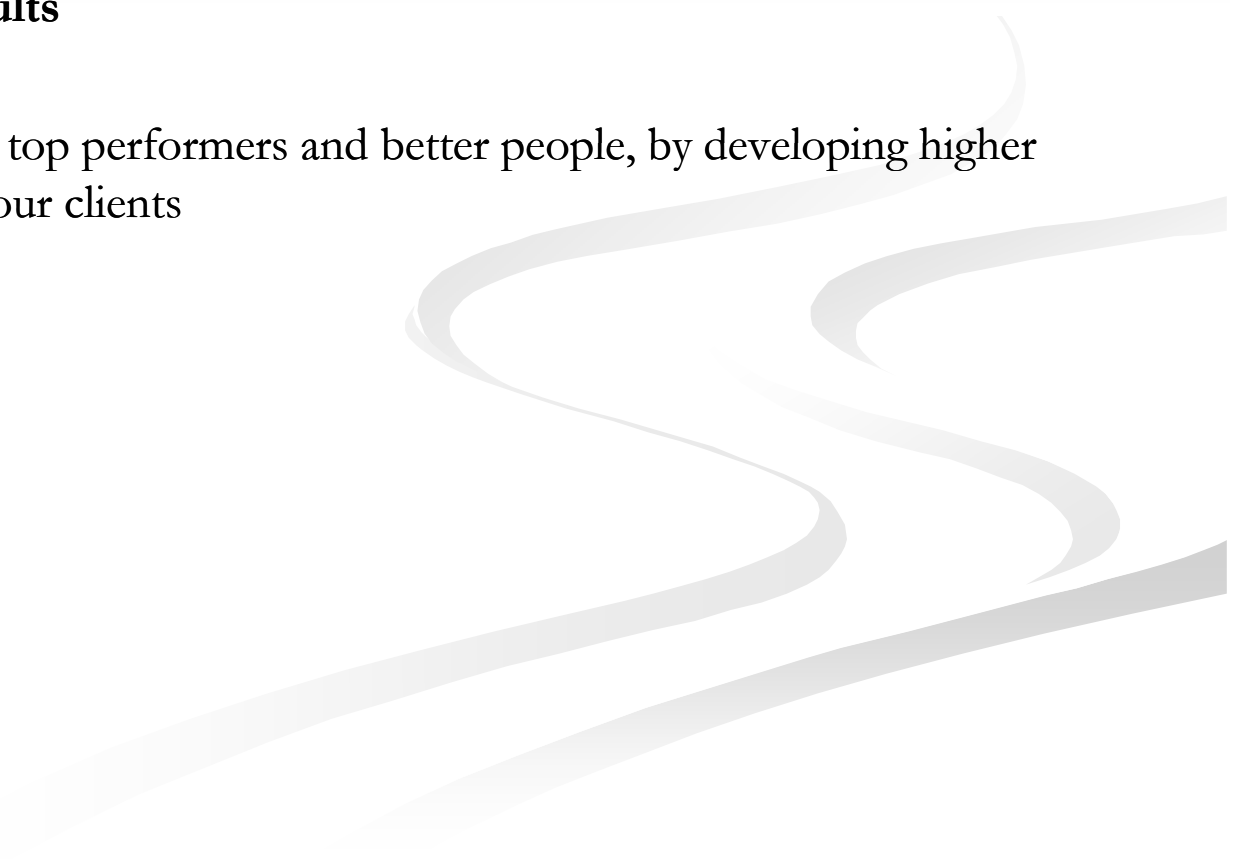
## For Teams :

- Every successful team needs to have each team member 'on form' and connected to the team's vision to ensure top performance
- Our 'internal' company/team workshops can help dissolve the obstacle which may be trapping the group's energy flow, and thus limiting performance. These group workshops can take place either in the Team's workplace or in 'our space'
- We can help unblock the energy to create the necessary 'flow' for top performance in teams

# Transforming People & Performance

- The fresh perspective offered by ‘The Professional Mentors’ enhances the creativity in problem-solving for people by offering alternatives and options for people who may have become ‘stuck’ in their thinking
  - In many instances, people can become so close to a problem that they are unable to ‘see the wood for the trees’
  - The quality of reflection provided by the skill and experience of the Professional Mentor, opens up new thinking which enables more possibilities to emerge
- 
- A decorative graphic consisting of several overlapping, wavy, light gray lines that flow from the right side of the slide towards the left, positioned below the list of bullet points.

# The Return on Investment

- Why invest money in our process?
  - **Because we produce results**
  - We help people to become top performers and better people, by developing higher levels of self-awareness in our clients
- 
- The bottom right portion of the slide features several thick, light gray, wavy lines that sweep across the page, creating a sense of movement and flow.



# Contact us

- To arrange a consultation with **'The Professional Mentors'** please contact :

Neil Burns, Managing Director :

mobile :

+ 44 (0) 7778 666521

email :

[neilburns@166.org.uk](mailto:neilburns@166.org.uk)

[info@nbcsportsmanagement.com](mailto:info@nbcsportsmanagement.com)